

**2015 FCC EEO Public File Report for Charter Communications
12533 - OPS Monroe Cnty MI**

This Report Covers September 1, 2014 through August 31, 2015

Total Number of Full-Time Vacancies Filled During This Period: 11
Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: 86

Please see attached the Recruitment Source List that includes recruitment source contact information.

FULL-TIME VACANCIES FILLED

State MI
FCC Unit 12533

Req #	Job Title	Recruitment Source(s) Used to Fill the Vacancy	Interviewees Referred	Number Hired
1407389	Broadband Installer	Charter.Com	2	1
		Pure Michigan Talent Connect	1	0
		Baker College Hire Qualified	0	0
		The Flint Journal	0	0
		ITT Technical Institute	0	0
		Employee Referral	4	2
		Indeed.Com*	4	0
		Help Wanted Sign on Charter Vehicle	1	0
		recruitmilitary.com	0	0
		Direct Employer Association	0	0
		Local Job Network	0	0
		TV Ads	0	0
		1407389 Total		
1408711	Broadband Installer	Charter.Com	2	0
		Internal	1	0
		Pure Michigan Talent Connect	3	1
		Baker College Hire Qualified	0	0
		ITT Technical Institute	1	0
		The Monroe News	1	0
		Employee Referral	2	0
		Indeed.Com*	7	0
		recruitmilitary.com	0	0
		Direct Employer Association	0	0
		Local Job Network	0	0
		TV Ads	0	0
		1408711 Total		
1501060	Broadband Installer	Charter.Com	9	1
		Internal	1	0
		Pure Michigan Talent Connect	1	0

1501060	Broadband Installer	The Monroe News	4	0
		Employee Referral	3	0
		Indeed.Com*	5	2
		Online profile*	1	0
		Referral*	2	0
		Ohio means jobs*	1	0
		Google*	2	0
		Manpower.com*	1	0
		recruitmilitary.com	0	0
		Direct Employer Association	0	0
		Local Job Network	0	0
		TV Ads	0	0
1501060 Total			30	3
1503990	Broadband Installer	Charter.Com	5	0
		Pure Michigan Talent Connect	1	0
		Baker College Hire Qualified	0	0
		ITT Technical Institute	0	0
		The Monroe News	0	0
		Ann Arbor News	0	0
		Employee Referral	1	1
		Indeed.Com*	8	0
		Help Wanted Sign on Charter Vehicle	2	1
		Google*	2	0
		Bing*	1	0
		Glassdoor*	1	0
		recruitmilitary.com	0	0
		Direct Employer Association	0	0
		Local Job Network	0	0
		TV Ads	0	0
1503990 Total			21	2
1501460	QA Inspector I	Charter.Com	0	0
		Internal	3	1
		Pure Michigan Talent Connect	0	0
		Baker College Hire Qualified	0	0
		The Monroe News	0	0
		recruitmilitary.com	0	0
		Direct Employer Association	0	0
		Local Job Network	0	0
		TV Ads	0	0
1501460 Total			3	1
1503980	System Technician I	Charter.Com	1	0
		Internal	2	1
		Pure Michigan Talent Connect	0	0
		Baker College Hire Qualified	0	0
		ITT Technical Institute	0	0
		The Monroe News	0	0
		Ann Arbor News	0	0

1503980	System Technician I	recruitmilitary.com	0	0
		Direct Employer Association	0	0
		Local Job Network	0	0
1503980 Total			3	1
Grand Total			86	11

RECRUITMENT SOURCE LIST

Name of Recruitment Source	Street Address	City, State, Zip	Contact Person	Telephone Number	Entitled to Notification?	Total Number of Referrals
Ann Arbor News	recruit@boothmichigan.com	Ann Arbor, MI 48104	Classified Dept		No	0
Baker College HireQualified	www.hirequalified.org				No	0
Bing*					No	1
Charter.com	12405 Powerscourt Dr.	St. Louis, MO 63131	charter.com/careers	314-965-0555	No	19
Direct Employers Association	9002 N. Purdue Rd., Ste. 100	Indianapolis, IN 42628	directemployers.org	317-874-9000	No	0
Employee Referral					No	10
Flint Journal	200 East 1st Street	Flint, MI 48502	Classified Dept	810-766-6100	No	0
GlassDoor*					No	1
Google*					No	4
Help Wanted Sign on Charter Vehicle						3
Indeed.Com*					No	24
Internal					No	7
ITT Technical Institute/Canton Campus	1905 S. Haggerty Rd.	Canton, MI 48188	jfairbanks@itt-tech.edu	734-394-2309	No	1
ITT Technical Institute/Dearborn Campus	19855 W. Outer Dr., #L10W	Dearborn, MI 48124	ivisnaw@itt-tech.edu	313-792-2020	No	0
ITT Technical Institute/Maumee, OH Campus	1656 Henthorne Drive	Maumee, OH 43537	junger@itt-Tech.edu	419-861-6500	No	0
Local Job Network	Online	Detroit, MI	michiganjobnetwork.com	800-984-3775	No	0
Manpower.Com*					No	1
Monroe News	20 W 1st St	Monroe, MI 48161	classified@monroenews.com	734-242-1100	No	5
Ohio Means Jobs*					No	1
Online profile*					No	1
Pure Michigan Talent Connect	www.mitalent.org	Michigan		888-285-9675	No	6
RecruitMilitary	422 West Loveland Ave.	Loveland, OH 45140	Recruitmilitary.com	513-683-5020	No	0
Referral*					No	2
TV Ads		St. Louis, MO 63131			No	0

The sources marked with (*) in this report are sources that were identified by interviewees as referral sources, but that: (1) Charter did not use directly as a recruitment sources; and/or (2) interviewees were unable to identify more precisely. Many job boards and job banks pull charter's job vacancies from its website and post them independently via their own systems. Accordingly, applicants often learn about Charter's job vacancies from sources that Charter does not post with directly or track

Charter is a member of DirectEmployers Association and Local Job Network. Through these networks, job vacancies for this unit are distributed to a wide array of recruitment sources, including, but not limited to, educational institutions, state workforce agencies and job bank(s), and organizations that distribute employment opportunities to women, minorities, the disabled, and veterans.

Supplemental Recruitment Initiatives:

#	Name	Date	Description
1	Participation in at least two job fairs by unit personnel who have substantial responsibility in the making of hiring decisions.	Various	Charter Communications participated in multiple job fairs throughout the Michigan market. Those have included: Baker College Job Fair, Flint, MI; Saginaw Valley State University Career Fair, Saginaw, MI; Livingston Regional Job Fair, Howell, MI; Jobs for Vets Job Fair, Traverse City, MI; Northwestern Michigan College Job Fair, Traverse City, MI; Veterans Job Fair, Muskegon, MI; Northern Michigan University Job Fair, Marquette, MI; Bay Valley Resort Job Fair, Bay City, MI; Delta College, Bay City, MI; Great Lakes Bay Region Job Fair, Midland, MI
2	Hosting at least one job fair	Various	Portage, MI Charter Office Career Fair on 2/9/15.
3	Tuition Reimbursement	Ongoing	Charter Communications has a tuition reimbursement program where employees can take college courses to enhance their skills to better prepare them for their current jobs and/or advanced positions.
4	Training Programs for All Employees	Ongoing	Charter Communications requires new employees complete training on the following topics: fostering mutual respect in the workplace, Charter's Code of Conduct, information security, privacy, records and information management, timekeeping, and performance management.
5	Training Programs for Management-Level Employees	Ongoing	Employees at the supervisor level and above can participate in a variety of training programs devised to assist with leadership development and policy administration skills. Offerings provided at various times during this plan year included Civil Treatment for Leaders, Communicating for Leadership Success, Coaching for Peak Performance, Interviewing and Selection, Planning and Delegation, and High Performing Teams. Charter also offers a robust training offering on an electronic learning platform. These electronic courses span a variety of topics, including communication, presentation, time management, managing change, project management, treating employees fairly, and software skills.